

ALL SAINTS
CHURCH
DENMEAD



Annual Report 2023



SHORT REPORT with summary of accounts for 2023

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All Saints, Denmead - Charity Registration No: 1134705

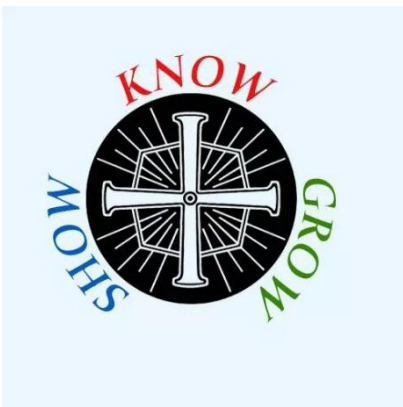
**Our vision is to be a
welcoming,
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church for the
community of Denmead**

We want to be a people who:

KNOW God – Father, Son and Holy Spirit and worship Him in spirit and truth.

GROW in our faith and discipleship through prayer, study, and trust in God

SHOW God's love by serving our community, sharing the good news of Jesus in the power of the Spirit.



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ADMINISTRATIVE INFORMATION

All Saints, Denmead is in the county of Hampshire. It is part of the Diocese of Portsmouth within the Church of England. The correspondence address is:

All Saints, Denmead
Parish Office
Hambledon Road
Denmead
Hampshire
PO7 6NN
Telephone: 023 9226 8757

Incumbent:	The Reverend Emma Racklyeft
Curate:	The Reverend Buffy Langdown (joined summer 2023)
Licensed Lay Minister (Reader):	Mr Peter Mitchell
Churchwardens:	Mr Mike Gaskin Mrs Amanda Hillyard
Parish Office Administrator:	Mr Terry Davies (resigned Feb 2023) Ms Karen Rose (joined May 2023)
Youth and Family Community Lead	Mr Lewis Jones

AIM AND PURPOSES

Our Vision is to be a welcoming, growing, vibrant church for the community of Denmead.

All Saints Parochial Church Council (PCC) has the responsibility of cooperating with the Incumbent, Revd. Emma Racklyeft, in promoting within the ecclesiastical parish the whole mission of the church, pastoral, evangelistic, social, and ecumenical. The PCC is also specifically responsible for the maintenance of the Church and Church Hall complex.

The PCC is committed to our Vision to be a welcoming, growing, vibrant church for the community of Denmead.

We want to be a people who:

KNOW God – Father, Son and Holy Spirit and worship Him in spirit and truth.

GROW in our faith and discipleship through prayer, study, and trust in God.

SHOW God's love by serving our community, sharing the good news of Jesus in the power of the Spirit.

The PCC acknowledges that at the heart of church life is a desire to help as many people as we can to encounter God. Therefore, the PCC has adopted several **Values** which form and shape our corporate church life.

Loving (Matthew 22: 36-40 and 1 John 4: 7-12)

In all that we are and do, we will seek to love God with all our heart, soul, mind, and strength and to love our neighbour as ourselves.

Welcoming (Romans 12: 9-18)

In all that we are and do, we welcome everyone. Every person in our community is important. We want each one to feel at home with us.

Generous (2 Corinthians 9: 5-7)

In all that we are and do, we will seek to be a blessing to others, generous with our time and resources.

Prayerful (Romans 8: 26-27 and Philippians 4: 6-7)

In all that we are and do, we will be committed to shaping our lives by grace. We will be regular and consistent in prayer, encouraging one another to keep God at the centre of personal and community life.

Missional (John 3: 16 and Romans 8: 18-20)

In all that we are and do, in every area of life, individually and together, we will reach out to others in the love of God.

Biblical (2 Timothy 3: 16 and Psalm 119)

In all that we are and do, we will seek to follow God's ways, understanding and keeping the truths of Scripture interpreted and taught by the church down the centuries.

Spirit-filled (Acts 2 and Ephesians 5: 18-20)

In all that we are and do, we will allow the Holy Spirit to lead and guide us. We want to see the fruit, gifts and presence of the Spirit in our lives, an ever-increasing Christlikeness in our character and conduct.

Courageous (Joshua 1: 9)

In all that we are and do, we will seek to be a community that has big dreams, courageous hearts, takes risks and is always looking to see where God is at work.

It is this vision, and these values, that focuses the PCC's work and have led the PCC to create a two-year **Mission Action Plan**. This Mission Action Plan is a working document and is constantly under review. The latest version is attached at the Appendix. The PCC will meet in 2024 to pray, plan and prepare a new **Mission Action Plan**.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity, No: 1134705.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints, the membership of the PCC consists of the incumbent (our Vicar), the Churchwardens, the curate, the Licensed Lay Minister (Reader) and members elected by those members of the congregation who are on the electoral roll of the church. All those who attend our services/members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding on how the funds of the PCC are to be spent. New members receive initial training in the workings of the PCC. Given its wide responsibilities the PCC has two support committees, each dealing with an aspect of parish life. These are the Church Fabric and Church Hall Management, and both are responsible to the PCC and submit regular reports.

PCC members currently serving as this report was approved are:

Incumbent / PCC Chair:	The Reverend Emma Racklyeft
Curate:	The Reverend Buffy Langdown (from June 2023)
PCC Vice Chair:	Mr Derek Gilbert
Licensed Lay Minister (Reader):	Mr Peter Mitchell
Churchwardens:	Mr Mike Gaskin (H & S Officer and Parish Safeguarding Officer) Mrs Amanda Hillyard (Verger)
Youth & Family Community Leader:	Mr Lewis Jones (Co-opted)
Representatives Deanery Synod:	Mrs Julia Parsons (till April 23) Mr Fritz Simpson
Elected PCC members:	
Mr Paul Hillyard	PCC Treasurer
Mrs Helen Boundy	(stepped down April 2023)
Mrs Diana Dey	
Mrs Karen Gaskin	Pastoral Care Team Lead
Mrs Kim Markham	
Mrs Julia Parsons	(joined April 2023)
Mr Don Tocher	GDPR Data Protection Officer
Mr Steve Venn	Chair of Fabric Committee
Mrs Katherine Wilkinson	

Independent Examiner: Mr Steve Furby, 1 Carpenters Way, Denmead, PO7 6GH
Bankers: Lloyds TSB Bank plc, Waterlooville & NatWest Bank plc - Cosham
Church Architect: Robin Nugent
Robin Nugent Architects
Castle Barn
Castle Lodge
Sedgwick
Horsham
West Sussex
RH13 6QJ

Churchwardens Report

It has been another busy year at All Saints, with much to celebrate and be thankful for.

The King's Coronation celebrations in May were very successful and it was lovely to see so many people enjoying themselves, despite the inclement weather. The church grounds were adorned again with red, white, and blue flower bunting, with the addition of Coronation flags this year. There were also crowns on the front fence which had been made by Denmead Infant school, with prizes for the best ones in different age categories. In December we hosted the Scout Carol concert in the church car park, which included the Denmead Brass band, Father Christmas on his sleigh and the serving of Hot chocolate and Mince Pies. It was a truly magical event, attended by many. Our very talented members of the Sanctuary Guild always make sure that the church looks welcoming, with beautiful floral arrangements. At Harvest and Christmas there were stunning themed displays, which encouraged many members of the community of all ages to visit.

Every year at this time, Mike and I have a chance to reflect upon how very blessed we are to be supported and encouraged by so many people, who give of their skills and time, to make All Saints the well maintained, welcoming and wonderful place it is. Thank you all so much, as we could not do our jobs without you!

Amanda Hillyard and Mike Gaskin - Churchwardens

Volunteers and Stewardship

We would like to say a HUGE thank you to all the volunteers who work so hard to make our church the lively and vibrant community it is. Most of the activities mentioned in this report, and many others besides, are carried out by volunteers who give of their time and talents to enable the smooth running of all aspects of church and community life. We would also like to thank those who support us financially, as this enables us to maintain the upkeep of our church complex and continue the pastoral work in the community. All Saints would not exist without you all.

Revd. Emma Racklyeft, Amanda Hillyard and Mike Gaskin – Churchwardens

APCM Safeguarding Report 2023

In the last APCM it was reported that much of the 2022 safeguarding workload was with two key changes put in place following the independent enquiry into Child Sexual abuse. These were the safeguarding learning and development framework' for clergy and lay church officers and the introduction of Parish Safeguarding dashboard. These continued to be the main workload in 2023.

By the beginning of 2023 the Diocese had put in place a larger safeguarding team who had developed and introduced additional guidance and clarification for its Parishes.

This team has sought to work closely with its Parish Safeguarding Officers to better understand and implement the new Safeguarding requirements. This included a bi-monthly online forum training and discussion which we have attended regularly.

In February 2023 it introduced version 2 of the Diocese Training Matrix. Whilst this clarified Parish training requirements it meant that more training would be required for our Church Officers. Fortunately, our Parish Safeguarding Officer (PSO) was already appointed as a Safeguarding Trainer which meant we were able to run our own Safeguarding training sessions for Basic Awareness, Foundation and Domestic Abuse modules.

Our PSO attended the Diocese Safeguarding Conference in September. It was an excellent conference that was well attended. There was a good agenda with some excellent speakers; in particular:

1. are our churches truly inclusive for those people who are neurodivergent (1 in 7 people) circa 900 people in Denmead.
2. Are we considering the well-being of young people in our charge and a break-out session covered this in the light Children's Society report into young people's wellbeing?
3. Spiritual abuse guidance was introduced as a separate 'Abuse' item.

Incidents / Concerns

There is one concern reported in 2023 involving an individual, known to us, who had been threatening in the past. The incident was reported to the Diocese and the police, and a plan was put in place to manage the situation. Fortunately, this person did not return in 2023.

During this period of transition, the PCC and Incumbent continued to have in place policies, procedures, processes, training and reporting to ensure that our Parish adheres to all Safeguarding obligations to protect children and vulnerable adults. A safeguarding report was prepared and reviewed by the PCC at every meeting.

Should you have any questions concerning safeguarding please do not hesitate to contact me or the Diocese Safeguarding team.

Mike Gaskin, Parish Safeguarding Officer

Health & Safety Report 2023 for APCM

Health and Safety legislation applies to Church buildings. The overall responsibility for adhering to these rules is with our Vicar, supported by our Churchwardens and the Health & Safety Officer.

All Saints Health and Safety Policy is the primary document which outlines what must be done in addition to confirming our commitment to the Health and Safety of all people using our building and

grounds. The Policy, a copy of which can be found on the notice board in the Church Link. It is updated every two years and will be updated in 2024.

External testing of our fire extinguishers, portable appliances, gas systems were completed in accordance with the regulations.

In addition, Pirbright Electrical Contractors carried out an inspection of the Lightning protection system and a certificate was issued.

Pirbright has also re-quoted for remedial work originally recommended in 2018. After further discussion /clarification, none of the work was a legal requirement and the risk of a surge adversely affecting our electrical system was considered low. Therefore, the PCC agreed that no further work on the system would be required

In addition to our core responsibilities, the Health and Safety Officer carried out two periodic reviews of our church premises and documentation including the accident/near miss reports. The following items required an update to the PCC in 2022

- The evacuation ramp in the Heath room was fixed to the wall.
- The front gate from the Heath room courtyard/ garden could not be opened. As this was the route from a fire exit it was immediately repaired by the Fabric team after it was reported.
- A user damaged parts of the wooden floor in the church hall raising safety concerns for users. Varnish was applied to the affected areas to prevent further splintering of the wood.
- One hook was broken on the Hall doors to the garden. Reported to Fabric team and repaired.

Thanks should be given to the Church Fabric committee and those volunteers who continue to maintain our premises to a high standard.

Mike Gaskin – Health & Safety Officer

General Data Protection Regulation (GDPR)

Since 2018, All Saints, Denmead has spent a significant amount of time: planning, identifying, and managing data, to maintain GDPR compliance.

All new and existing parishioners have been requested to complete a GDPR form to ensure we have up-to-date contact details and that we can comply with their contact requirements.

Don Tocher – GDPR Data Protection Officer

Church Fabric Committee

During 2023 occasional repairs, maintenance and tidying around the grounds have been carried out by a couple of working parties, and by individual volunteers.

This work included:

- Fence posts were replaced for side and rear gates.
- Lightning conductor was tested and approved.
- The shed for the lawn mower was completed and is now operational.
- The Wildlife Garden was established.

- Hall floor repaired and varnished
- Painting of entrance doors
- A fixing point for church hall evacuation ramp

The quinquennial inspection became due and was carried out in October by architect Robin Nugent, our previous architect Chris Cook sadly being unable to do so. The report was generally positive regarding the condition of the building, but has highlighted a few issues to address. These will be attended to over the coming weeks.

Many thanks to all who have helped in the care and maintenance of our church building and grounds.

Steve Venn

Parish Office

2023 started with the Parish Administrator position becoming vacant for a few months, after the retirement of my predecessor. I was appointed in April and took up my position at the beginning of May and I have enjoyed becoming part of the team. The office has been very busy with the preparation of the paperwork required for Sunday services, baptisms, weddings, funerals and many other the church activities.

I am pleased to report that the bookings for the hall for 2023 have continued to be strong, with both regular and occasional bookings. There has been good feedback from the hall users, who have made regular bookings throughout the year.

Karen Rose - Parish Administrator

Sanctuary Guild Report for 2023.

It is with great pleasure that I present my first report from the Sanctuary Guild having been asked and accepted the role of Chairman by Lesley Hallett and Revd. Emma.

May I begin by thanking Lesley most sincerely for the years of wonderful leadership that she has shown the members of the Guild, with her gracious fellowship, unfaltering dedication, and inspirational creativity. Her presence will be sorely missed amongst the team, but we fully understand and support her move facilitating the next chapter in her life. (Lesley, you have left me very big boots to fill and I only hope that with the continued support of the wonderful Sanctuary Guild team I can repay your trust.)

Throughout the last year all the major church events have been honoured with floral arrangements, starting with 100 Mothering Sunday posies in March, followed by Easter lilies and spring flower baskets, then Harvest Festival arrangements in October, Remembrance Sunday in November and ending in December with Advent and Christmas displays. This year the theme was ' Follow the Star: Join the Song' and the congregation and visitors to the church were invited to guess the carol depicted by the arrangements; an activity which proved very popular. I cannot thank our arrangers enough for their enthusiasm and artistry in the floral arrangements they create

Our Treasurer has submitted the accounts to be audited by Mr Paul Hillyard and they have been approved.

The Denmead Church Flower club continues to flourish, and we are very grateful to them and thank them sincerely for their financial support which contributes to the cost of flowers for the pedestal displays. Sadly we were not asked to arrange flowers for weddings in Church this year and hence there are no donations that we could forward to the Vicar's charities. However, fortunately with funds raised by the Flower Club social events we were able to give £900 to both The Rowans hospice and The Rosemary Foundation.

I would like to conclude by inviting any member of the All Saints congregation and community who has an interest in sewing skills or flower arranging to come and join our team. Please contact the parish office for my details.

Sarah Shepherd - Chair

Church Hall Management

Following the normal pattern, the Hall Management Committee met three times in the period. One theme featured throughout the period being the status of the wooden hall floor. The wooden floor is subject to fairly high levels of splintering, particularly in the proximity of the storeroom doors. Over the years following the Hall refurbishment the floor has been sanded and re-lacquered every few years. The Committee has now resolved that for the foreseeable future the floor shall be varnished annually with light sanding when necessary.

Trevor Wright Hall Committee Chairman

Havant Deanery Synod

2023 saw Havant Deanery Synod meet on three occasions. They were, in March at Hart Plain Church, in June at Christ Church, Portsdown and in November at St John the Baptist Church, Rowlands Castle.

The focus of the first meeting in March was on Parishes sharing good news. There were a range of interesting presentations, which showcased the good work taking place in the Deanery. There were examples of churches working jointly to benefit their parishioners and churches sharing how they are working to grow their numbers of children. St Wilfrid's, Cowplain had exciting plans to celebrate their centenary year, and shared that they had achieved the Bronze Eco Church award. Hart Plain gave a presentation about how their Creativity Club became their Warm Hub in recognition of the rising cost of living. This was successful and due to people enjoying the fellowship and friendship they decided to continue. Julia Parsons gave a presentation about our Lent course looking at unanswered prayer and the impact of Lewis' work, with rising numbers of children attending church activities. Three Anna Chaplains were to be commissioned in May at St George's, Waterlooville.

Canon Dr Anthony Rustell (Diocesan Director of Ministry and Mission), led a presentation on Lay Leadership for our June gathering. This encouraged us to think about how we value the skills of each individual, in order to build God's church. We looked at the three levels of ministry: Non-

commissioned – servers, reading and lead intercessions, choir members etc.; Commissioned – public facing with short training, Lay pastoral assistant, Anna Chaplaincy, Lay Worship leaders etc.; and Licenced – Readers, Pioneer Ministers. The overriding messaging was that there is a need to enable Parishes to utilise the talents of more of their members, through support and resourcing. Ideally, this can be achieved, if there is training that is accessible and reduced in length – for instance offering Reader Training over 2 years (blended learning) and not 3; proper oversight and proper working agreements etc. Two types of ministries for the future were also touched on briefly, Oversight minister: an incumbent type role that we are familiar with and Focal minister: This may be a SSM (self-supporting minister or some other form of recognised local leader). The meeting welcomed new Deanery Synod members and had a brief discussion in groups about “What we hope to achieve”. Some of the ideas that came from groups were: Younger people taking on roles; Networking to extend ideas and sharing across the deanery; Working together and sharing best practice; Ecumenical events that are Deanery wide e.g. High Tide. Details of the priorities in the Deanery Plan were presented, with 4 key headings. Growth; Leadership, Working together and Youth & Children and Older People. This was followed with a request for volunteers to join the Deanery sub-groups.

Havant Deanery Synod held its 200th meeting in November. A joint presentation by Revd Will Hughes and Rachel Houlberg from the Diocesan Environmental Advisory Group, guided the audience through the Eco Church process. Care for the environment would be important to church even without climate change and reminded that we are stewards of God’s creation. As Christians we love and value what God has made. The 5 marks of mission define what the church is about. The fifth mark is: to strive to safeguard the integrity of creation and sustain and renew the life of the earth. This is a priority for the whole church. Rocha – a charity based around care for creation run ‘Eco Church’ a scheme offering bronze, silver and gold awards to churches engaging in environmental action. The questionnaire covers 5 areas: worship & teaching; building; land; community & global engagement; and lifestyle. The Church of England has set a target for all churches to be carbon neutral by 2030. There is a questionnaire (mission statistics website) which enables churches to measure their carbon footprint. £30million will be available to help churches with environmental projects – identified through filling in the questionnaire. The main message was for churches to do what works for them, as small changes may have a big impact; also, it is important for churches to keep on top of general maintenance and make plans for reducing their carbon footprint.

Coleen Jackson was serving on Diocesan Synod as a member of laity. Following ordination she opted to continue on Diocesan Synod as a member of clergy.

During the year there were Ordinations (June) of Jill Kingston, Liz Quinn and Amanda Sim – Priests; Jenn Camirand and Buffy Langdown – Deacons. Reader licensing (July) Vicky Evans – Hayling Island Parishes. Chris Spencer was inducted as vicar of St. Wilfrid’s, Cowplain (September)

Julia Parsons and Fritz Simpson – PCC Reps on Havant Deanery Synod

WORSHIP AND PRAYER

Vicar's Report

In many ways 2023 was the first full 'normal' year post Covid. It was great to witness many of our groups, activities and services return to full steam. Little Stars, Messy Church, the Bereavement Support Group and Coffee and Chat – plus many other groups – each crucial in offering love, friendship, support, and community. We were able to mark and celebrate key events from Epiphany, Lent, and Easter, through to Harvest, All Souls and All Saints, an Act of Remembrance and Christmas – and everything in between.

During the Spring term it was wonderful to meet at church, and in study groups, and to use the Prayer Course 2 and Peter Greig's book 'God on Mute'. Together these resources helped us to explore deeper, provoking honest conversations around the hardest and most personal questions we all ask about prayer. Our time together encouraged and inspired us all – to push deeper with Jesus, and to trust even when we don't get answers.

In February we sadly said 'goodbye' to the Canon Revd. John Herklots. John had served the parish of All Saints for 25 years as faithful witness, shepherd, pastor, encourager, and friend. John had retired to Lee-on-the-Solent where he had continued to be involved in many aspects of church life. At his death, family, friends, and the wider church came together to give thanks for his life, ministry and impact still felt in our community today.

In May it was great to work with Denmead Parish Council and many local community groups to plan, prepare and run the Coronation Street Party. The Sanctuary Guild worked very hard to decorate the church in beautiful red, white and blue floral arrangements, and the church building was decorated again with our red, white, and blue floral bunting. We had many visitors come to see our efforts. We also ran a 'Crown Competition' inviting young and old to create a crown worthy for the new King. We had lots of entries, including cakes, pictures, models, tapestry and much, much more! Although the weather was rather gloomy on the day of the street party, more than 3,000 people came and enjoyed the atmosphere.



In May we welcomed Karen Rose to the position of Parish Administrator here at All Saints. Karen's role is three-fold; she assists with all sorts of parish/church administrative tasks, she also manages and runs the church hall bookings, and acts as our PCC Secretary. It has been a real joy to get to know her and discover her many gifts and talents.



At Petertide (the end of June) we welcomed Revd. Buffy Langdown, and her family to All Saints and our community as she came to serve as Curate. The Ordinations at Portsmouth Cathedral were a glorious time of worship, commitment, and praise. Buffy has soon settled with us; it's been a joy to have her on board and watch her grow and develop in her own ministry.

Closely followed an amazing week at All Saints as we welcomed nearly 70 children to the Holiday Club week in August. Through story, song, music, crafts, sports, and activities we learnt about the love of God, and the gift of Jesus. There was plenty of fun and laughter and the old frilly tutu!

(I won't say anymore here as Lewis Jones, our Youth and Family Community Leader, has written a lovely piece sharing a little more of what went on!)



During the Autumn term we turned once more to the Bible Course. The Bible Course, through a series of eight sessions of videos and small-group discussions, aims to help readers to see the big picture of the whole Bible storyline and how it fits together, and to pick up tools and skills to help with understanding and applying the Bible's lessons for life. Those who came really enjoyed the course, forming new friendships, deeper Biblical understanding, and inspiration to keep reading the best words ever written!



Throughout the year I was able to visit Denmead Infant School, lead assemblies, offer RE teaching to specific year groups and continue serving on the Governing Body. Again, through the year I've been able to visit all our 4 local care/residential homes each month. It was a great joy at Christmas to share the Christmas story through Scripture and with carols with the help of a great 'flashmob' choir!

During 2023 we continued to offer Pastoral Offices for our wider community. Sadly, there continued to be many funerals – but also a significant increase in Baptisms/Thanksgivings and Weddings – each a real pleasure and delight to conduct.

Then as we turned towards Christmas it was great to engage with our local community in so many ways – always sharing the good news of a God who loves us. We had over 600 children visit for Christmas celebrations, our local Scouts for carols in the carpark(!), Crib and Carol services full to the rafters, a safe space for local bereaved families to gather and remember loved ones, as well as opportunities to serve at care homes and the local foodbank and much, much more.

My role as Vicar at All Saints is only eighty percent of my time. With my other twenty percent I serve as an Assistant Director for Diocesan Ordinands. This role involves working with a small vocations team to discern, guide and lead candidates through a discernment process ready for training and study before Ordination within the Church of England. I really enjoy this role and it allows greater flexibility with my time here in the parish. In this last year I was able to join with all our Ordinands prior to Ordination on retreat as their Chaplain. The week was full of worship, and prayer, God's Spirit seemed to saturate the atmosphere, and it was a huge honour share with each of the Ordinands at a very significant time.

I finish by expressing my thanks to the staff team, Peter, Karen, Lewis, to the Churchwardens Amanda, and Mike, our wonderful retired Clergy, and to the wider PCC who encouraged, prayed, went above

and beyond to support me, and to ensure that wherever possible, we remained fixed in our focus on God, resolute in our desire to worship and deepen discipleship, and intentional in sharing God's love, mercy and forgiveness with our community.

Revd. Emma Racklyeft

Congregation Statistics

The numbers attending All Saints are measured each October in order that the church can report to the Diocese its average weekly attendance, a statistic used in the assessment of the church's Parish Share payment.

In 2023 our average weekly attendance at morning services: Adults: 95 Under 18: 20.

CHILDREN, YOUTH and FAMILY WORK

Little Stars Baby and Toddler Group

Meets on Fridays from 9:15-11:15 during term time. We are incredibly fortunate to have Gill Byrne and Miriam Thompson as valued members of our team, their contributions to clearing up and serving refreshments are invaluable; but what truly makes them a blessing is their dedication to engaging with our grown-ups, chatting, supporting, building relationships, and reflecting God's love.

Additionally, our remarkable refreshments team deserves huge appreciation for their tireless efforts in preparing and serving snacks. They not only sustain us but also bring joy to everyone they serve, keeping smiles on our faces throughout.



In November we gave our donations to Children in Need and raised £50.

In 2023 we welcomed on average 24 grown-ups and 29 children each week. Our families love this group and we love them too. If you would like to come along and support us (even if only once a month) please do let me know.

Lewis Jones – Youth and Family Community Leader

Youth at 10am

Meeting on the first and third Sundays of each month, for young people aged 11-18 years.

2023 had the joy of welcoming 7 new young people who moved up from Kids at 10am. Each week we dug deeper into Scripture whilst having fun, sharing our thoughts, and encouraging each other as we get to know God personally, grow in our faith and look at how we can show God's love as we live out our lives. We completed our series on Bible characters, started a new series on 'The Bible' looking at what is it, why it's important, how to navigate and use it and more – then we finished the year looking specifically at the Old Testament.



A number of the group took part in the Crib service at Christmas, and we enjoyed a delicious and fun social with games and pizza in March.

Special thanks go out to Kim Tocher for all her hard work, support, and encouragement she has given to this group.

Lewis Jones – Youth and Family Community Leader

High Tide

Together with young people from churches across the Diocese, we started attending High Tide Youth Services in November. A service where we enjoy worship, prayer, food and having fun. We look forward to continuing in 2024 and watching our young people grow and share in their love for God.

Lewis Jones – Youth and Family Community Leader

Messy Church

Messy Church meets once a month, on the third Saturday from 3.30-5.30pm; a fun-filled afternoon of crafts, messy activities, games, singing, and prayers exploring a Bible story/theme just right for young families.



It's been great to be back in the full swing of things this year, 2023 saw us reaching our families with parables from Jesus, celebration days and even looking at Jesus calling His first disciples (and us) to follow Him. We saw an average of 50 people joining us at each session, but numbers fluctuated throughout the year with a low of 30 in May and October and a high of over 80 in December.

Messy Church continues to be a vital outreach in our community, and we couldn't do it without our fantastic team, thank you! – If you would like to support Messy Church with your time please do speak to Lewis. Being on the Messy Church team is very rewarding, bringing God's love and truth to families, building relationships and being a part of their Christian walk - all whilst having fun.

Lewis Jones – Youth and Family Community Leader

All Saints Holiday Club

We were overwhelmed with positive feedback for the first 'All Saints Holiday Club' which ran from Tuesday 8th – Friday 11th August with a special celebration service on Sunday 13th. A core team of five people planned and prepared this special week, with a larger team of almost 40 volunteers helping during the week. We transformed our church and grounds here at All Saints, Denmead into a colourful and exciting place of fun and worship for nearly 70 children aged between 4 and 11 years old in our community.



We ran for four mornings with games, drama, music, Bible stories and more; It was a whole lot of fun whilst learning more about Jesus and God's love for each of us.

We filled the church with singing and dancing, shouted out with joy and laughter as we played games and got colourful and messy as we creatively experienced Bible stories.

Our theme was Champions, which introduced us to the life of Jesus, how He 'ran the race' for God, and how we can also run that race. Each day along with a Bible story we looked at how we need 'Direction', to avoid 'Distraction', to have total 'Dedication' and great 'Determination'.

It has been such a privilege to be a part of the core team who together prayed, planned and ran this amazing week, along with the wider team who worked so hard to make sure every day was a success. As you read this report, we are now in the middle of plans for 2024 – If you would like to be involved in any way, please do not hesitate to get in touch.

Lewis Jones – Youth and Family Community Leader

Denmead Junior School

In November '22 we were able to return to the Junior school. In 2023 we continued to build rapport with the school attending weekly assemblies and when I started leading weekly assemblies with the opportunity to share God's word and love – sharing stories and offering prayer. We welcomed the whole Junior School into the church for their Harvest and Christmas assemblies. At Christmas we enjoyed each group sharing the Christmas story in creative ways. It was a blessing and a privilege to be a part of this special time and we are looking forward to even more engagement with them in 2024.

Lewis Jones – Youth and Family Community Leader

Denmead Infant School

Over the last year it has been wonderful to lead an assembly on a weekly basis with the children at Denmead Infant School covering key Bible Stories and values such as Love, Friendship, Resilience and Strength. I've also been able to lead some RE teaching at key points covering topics such as Creation, Easter, People who help us and Special places of worship. We've also been able to welcome the children and staff to All Saints at Easter, Harvest and Christmas. Each assembly or visit has given opportunity to share God's love and truth. I've also been able to continue in my role as Community Governor at the Infant School, attending regular Governing Body meetings and supporting work in the Early Years.

Revd Emma Racklyeft

Kids at 10 Annual Report 2023

Kids at 10 is for children aged three to eleven and has its own worship space in the church hall during the 10 am service every first and third Sunday of the month, the children returning to the church before communion is shared, so that they may receive a blessing from the minister and the whole church family joins together for the conclusion of the service.

**ALL SAINTS
KIDS
AT 10AM**

Over the past year, Kids at 10 has welcomed 35 different children with a core group of 8 children attending most sessions and 7 or 8 other children coming regularly. In May, a group of 6 children moved up to our Youth at 10 group but our numbers remain steady with more younger children coming out to join us. Before May we had an average of 11 children attending each week (with a maximum of 17 one week!) and after some children moved up to Youth at 10, we had an average of 7 children attending each week.

We were very pleased to be involved with our Crib Services this year which were very well attended and received by our wider Denmead community. The children worked hard to learn all their lines and acting roles and we thank them immensely for all the time that they gave to rehearsing and performing. Our thanks also go to the parents for all their support in enabling their children to be involved in our Crib Service.

We are very grateful to our team of 7 leaders and helpers for continuing to give up their time to plan, to prepare and to lead our young children in deepening their understanding of God and Jesus and growing and developing their own personal faith and discipleship. We aim to follow the Gospel reading for the Sunday morning, ensuring that our children are receiving the same message as the wider church, exploring this through illustrated Bible readings, prayers, games, discussions, art and craft, which the children enjoy sharing with the whole congregation at the end of our services.

Our weekly register and individual registration forms are completed, in line with our Health and Safety and Safeguarding policies, and we meet occasionally as a Kids at 10 Team to share ideas and resources for future Kids at 10 sessions.

If you are interested in volunteering to help with Kids at 10, please speak to Revd Emma, to Lewis Jones or to either of us; no previous experience is necessary and appropriate training will be given. We work as a team of two or three each week, with one main leader and one or two helpers, so if you don't fancy the planning but do enjoy having fun and doing crafty things, we'd love to hear from you too. We are a very welcoming team so if you just fancy coming out to see what we get up to, before committing to help us, do let one of us know.

Helen Boundy and Peter Mitchell

MISSION AND OUTREACH

Mission Group

We support our 5 Mission charities – CMS (Church Mission Society – Alan and Lexi and family working in SE Asia), MAF (Mission Aviation Fellowship), The Children’s Society, Friends Without Borders and Ghana/Portsmouth Link (formerly IDWAL) with prayer, correspondence, and monetary donations.

In February there was a visit to our link Parish at Tafo, Ghana. We were encouraged to see that the church hall was finished at St Pauls and they are now planning to furnish it with playschool equipment but they do need some help.

In May we held our Christian Aid free coffee morning in the church hall – it was well attended and £1584.45 (excluding Gift Aid) was raised during the week and the E-envelope scheme.

Our Mission Sunday BBQ finally took place on June 25th when we were able to welcome our Mission Partners Alan and Lex who were on furlough from Asia. Lex gave a wonderful talk in church about her work with SENIA (Special Educational needs in Education). Afterwards they stayed for the BBQ which they and their 3 small sons enjoyed. We also welcomed representatives from the Childrens Society and Friends without borders and there were displays from MAF and Ghana/Portsmouth Link.

Despite Traidcraft having gone into administration at the end of 2022, we were able to purchase and sell Transform Trade Christmas cards in the autumn of 2023. We made a profit of £147 which was donated back to the charity.

We are desperately short of 1 or 2 members on this group – we only meet 2/3 times a year but our input makes a difference to thousands of people’s lives. If you feel you would like to share in this work please contact either Revd Emma or Angela Herring (07890 995 327) for more information.

Committee members of the group for 2023 were

Revd. Emma Racklyeft, Diana Dey, Peter and Jane Dickinson, Angela Herring, Julia Parsons, Beth Racklyeft and Claire Thompson.

Mothers’ Union

Denmead Branch report of 2023

We have had the pleasure of enrolling 6 new members this year. Sadly a couple of members have had to move away to be nearer family. We are currently run by a committee. We have had various monthly meetings including speakers, crafts, and outings. We have raised over £280 for Mothers’ Union projects.

Liz Venn

Pastoral Care

We have a long standing, conscientious and loving team of Pastoral Care Visitors, some of whom take Home Communion to our parishioners who are unable to attend church.

This ministry is warmly appreciated and is a vital link to our Church Family.

Karen Gaskin – Pastoral Care Leader



Bereavement Support Group

The group continued to meet monthly throughout 2023 on the fourth Wednesday of the month. We have a core of regular attendees; some have moved on during the year and others have joined us. We organized a program of speakers from local charitable organizations and covered various topics related to bereavement issues. The group enjoyed a visit to Silver Springs Garden Centre for a set afternoon tea in June.



Our meetings generally follow a pattern of a short talk followed by some discussion questions with feedback. We then have a light-hearted quiz or game followed by tea and cake provided by our volunteer helpers. We make no charge for the group or the tea but many of those who come like to give a small donation. This money is used for occasional expenses for the group, but the majority is given to charity, usually to those who come to talk to the group about their work.

Many thanks to all the helpers who give of their time and energy to help with the Bereavement Group.

Jeanette Power

Home Groups

We started 2023 with four home groups meeting regularly. In the summer we established a new group meeting on a Thursday evening. These groups meet (fortnightly or thereabouts) to study the Bible, pray, encourage one another, and share together socially. If you're not yet in a home group, I'd really encourage you to join one, they are a great place of care, friendship, and fun! Information about the groups can be found on our church noticeboards.

Revd Emma Racklyeft

Coffee & Chat Mornings

Since taking over the coordination of the Tuesday morning Coffee & Chat last year it has continued to be very well supported. The customers all enjoy the opportunity for a chat over a very good value cup of tea or coffee with a biscuit (or two). All the hosts undertook the Safeguarding training required by the Diocese in April/May. This valuable service to the community could not happen without the continued dedicated support of all the hosts who give up their time to run these sessions and have all signed up to the new rota for 2024.



Alistair Johnston

Men's Group

2023 was the Men's Group's 9th year, enjoyed and appreciated by members old and new. While some moved on in changing circumstances, new members joined to eat, talk, build relationships and share stories of faith and encouragement.

ALL SAINTS
MEN'S
GROUP

Saturday breakfasts flourished as usual; a most memorable one with Chris & Denise Arthey, authors of 'Highway 35' - *Meeting disaster head on with hope*. We visited Portsmouth Cathedral for a tour and Evening Worship, spent a beautiful, sunny morning at Fareham Model Engineering Exhibition and had some competitive Ten Pin Bowling at Gunwharf. Our summer BBQ was threatened with rain but we went ahead and had a great time with men and spouses. Church membership is not a requirement of group membership - so we are glad to welcome all!

John Byrne, Paul Over, Don Tocher

The Parish Chronicle

The Parish Chronicle continues to be distributed, although the number of subscribers reduced slightly during 2023.

We had a total readership of 675 but by the end of the year this has reduced to 660, delivered by 42 distributors. Around 40 copies go to nursing homes etc. free of charge, and a few copies (30 or so) get sold directly from the Church each month. For 2024 we will be providing a free copy to each advertiser.

We have received feedback suggesting that some people would like to see a wider range of content, appealing to a greater age range.

Financially, the publication has broken even in 2023, and we have raised the cost of advertising slightly for 2024 to ensure that it continues to do so.

Steve Venn & Paul Over

Church Website & Facebook

The website and Facebook page continue to be an extremely beneficial means of making regular connections with our local community. We no longer stream Morning Prayer daily, but we've been able to stream several funerals and weddings during the year and continue to live stream most of the Holy Communion Services (10am on the first and third Sundays). Although it is impossible to know exact figures, many people clearly appreciate these services being available online.

Steve Venn and Revd. Emma

Art Exhibition

The popular Art Exhibition was once again a successful outreach into the community. A large team of volunteers served as stewards to a large collection of work from several talented local artists. We received work from our regular artists and showed off some new talent this year with nearly 200 paintings. The Exhibition welcomed many into the hall to admire and purchase local artwork and meeting up with old friends over a cup of tea. The team decided to invest in a card machine which proved a successful way to aid the sale of paintings.

The atmosphere in the hall was buzzing through the weekend and we were very grateful for the team of volunteers who manned the door, acted as stewards and those that made the teas. We sold 20% of the paintings and raised over £1900 funds towards church funds. New artists are always welcome and encouraged and details are available on the church website for this year's exhibition in September.

Tina Cottam, member of the Denmead Art Team

Concert News

The concerts held in church provide a great opportunity to welcome people into the church from the community and further afield. They always result in positive feedback on our wonderful church and the hospitality from the church members that look after them so well

In March we were fortunate to host the Hampshire Police Male Voice Choir. We were treated to a full and entertaining programme of music from popular musical theatre and classic choral music including a professional soloist soprano, Joanna Marie Skillett. The evening was well attended by the choir's own regular fan base and many of our own church congregation. We served drink and refreshments during the interval to a sold out and very appreciative audience. Whilst raising funds for the choir and £1200 for the church it was a great opportunity to invite the community into church.

Once again November saw the return of Band of His Majesty's Royal Marines to perform their annual concert. Once again tickets sold out very quickly, so the church was full to hear another fabulous programme of music. We were able to feed the band with a delicious supper with the support of a team of helpers and food prepared by the Oaklands School catering team. During the interval we served a wonderful spread of canapes prepared and generously donated by members of the church.

The Band are always happy to come to Denmead as they receive such a positive welcome from their ardent followers - tickets sold out very quickly again raising £1900 for the church's work in the community. The Band use the concert as part of their training program and so we look forward to welcoming them back in November 2024. Once again thank you to all the supporters of this event, especially the team of hard-working volunteers who helped on the night.

Tina Cottam, Concert Coordinator

FINANCIAL REVIEW 2023

Overall. 2023 was a challenging year for the church in respect of its finances. We set a deficit budget knowing we had reserve funds to fall back on and praying we would be able to increase our income. This can be difficult when everyone can see we have rather more than most churches do! At the end of the year, we were left with a deficit of nearly £29k. Leaving us with a balance of £166k which is only £10k less than last year thanks to share prices rising.

General Fund. The General Fund is the main fund operated by the PCC and is used for income and expenditure relating to the running of the church, church services, churchyard upkeep, Outward Giving, and the Parish Share. The Parish Share is by far the largest commitment and is paid to the Portsmouth Diocese for clergy salaries and pensions and the central costs of all mission and administration in the diocese (£67K). In 2023 General Fund income was £90K, a decrease on the previous year. Expenditure was £113 a decrease from 2022.

Stewardship. We held a low-key Stewardship Campaign starting in the summer months followed by several updates during the Autumn term. We took advice from the Diocesan Stewardship Officer, who recommended a few small changes but otherwise encouraged us to keep going. The PCC hoped a small increase in giving from everyone would slow down the depletion of our resources. A small number responded positively and have increased the amount they give to All Saints, but overall, many did not respond, and our Stewardship levels remain static. This now means in 2024 and beyond, the PCC will need to embrace a new strategic approach to increase our income through Stewardship. If finances do not improve, cuts will have to be made in our budget, which will affect our staffing hours.

Parish Giving Scheme. The Parish Giving Scheme is now in its seventh year and 71% (£42K) of our planned giving came via this scheme. 42 of our 62 donors are in the scheme and we are expanding this number as it eases local administration and improves the church's cash flow with monthly payments of Gift Aid.

Charitable Giving. The PCC has agreed to give 10% of its 2022 income to selected charities at home and overseas. In 2023 charitable giving totalled £8.5K which was given to our 5 Mission Partners.

Church Hall. Hall income was up from £18.5K to £22.6K while expenditure was down from £17.1 to £16.2K giving a profit for the year of £6.4K. This leaves the balance on the Hall account at £20.5K.

Parish Chronicle. We revived the Parish Chronicle during 2022. It made a loss in 2022 of £3.7K but a profit in 2023 of 2.3K.

Investment Policy. The PCC continues to invest its reserve funds in the following accounts: £37K in the CBF Global Equity Income Fund; £61K in the CBF UK Equity Fund; £15.1K in the CBF Property Fund; £28K in the CBF Investment Fund; and £14.8K in Charifund. All these accounts are specifically designed for charities and are aimed at the lower risk end of the market. The CBF funds are managed in accordance with the policies of the Church of England's Ethical Investment Advisory Group

Risks and Reserves Policy. Most of the church's income comes from Planned Giving. The loss of 10 key donors would have the effect of reducing the church's income by 33%. The PCC needs to have

contingency plans for the loss of key donors and therefore it is PCC policy to maintain a balance of unrestricted funds which equates to 6 months unrestricted payments (equivalent to £50K). This money is contained in the General Fund and accounts which combined stood at £165.8K at year end. It is forecast that our reserves would be expended in approximately 9 years if there were not substantial unpredicted one-off donations.

Thanks. Our grateful thanks go to Steve Furby, our Independent Examiner, who undertook the examination of the funds.

Paul Hillyard Treasurer

Independent Examiner's Report

Parochial Church Council of All Saints Denmead

Independent Examiner's Report

This report on the accounts of the PCC for the year ended 31 December 2023, which are set out in the following pages, is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the Examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and section 43(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of this report

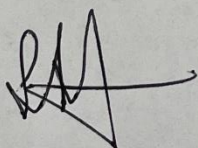
My examination was carried out in accordance with the General Directions given by the Charity Commission under section 43(7) (b) of the Act to be found in the Church guidance, 2016 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 41 of the Act; and
 - to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date:

17th March 2024

Mr Steve Furby

1 Carpenter's way
Denmead
PO7 6GH

Parish of All Saints, Denmead
Summary of Financial Activities
For the year ended 31 December 2023

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS 2023	TOTAL FUNDS 2022
Incoming Resources				
Planned Giving (Gift Aid)	£ 59,132.44	£ -	£ 59,132.44	£ 56,023.62
Planned Giving (non GA)	£ 1,642.97	£ -	£ 1,642.97	£ 3,219.17
Gift Aid recovered	£ 15,864.08	£ -	£ 15,864.08	£ 14,611.25
Gift Aid accrued	£ 748.46	£ -	£ 748.46	£ 806.07
Collections & other giving	£ 7,562.07	£ 840.00	£ 8,402.07	£ 8,054.64
	£ 84,950.02	£ 840.00	£ 85,790.02	£ 82,714.75
Other voluntary receipts				
Receipts from fundraising	£ 8,714.31	£ -	£ 8,714.31	£ 6,517.80
Receipts from Church activities	£ 31,513.01	£ -	£ 31,513.01	£ 20,640.48
Other Income & insurance claims		£ -	£ -	£ 276.00
Insurance claim accrual	£ -			£ 500.00
Fees	£ 2,945.00	£ -	£ 2,945.00	£ 3,889.00
Fees accrued	£ 442.00	£ -	£ 442.00	£ -
Investment income		£ 79.03	£ 79.03	£ 271.67
	£ 43,614.32	£ 79.03	£ 43,693.35	£ 32,094.95
Total Income	£ 128,564.34	£ 919.03	£ 129,483.37	£ 114,809.70
Resources Expended				
Church activities				
Diocesan parish share	£ 66,972.96	£ -	£ 66,972.96	£ 66,972.96
Grants (charitable giving)	£ 8,500.00	£ 409.00	£ 8,909.00	£ 11,000.00
Grants (charitable giving) - Accrual	£ -	£ -	£ -	£ 9,300.00
Mission, Education & Support costs	£ 1,427.93	£ -	£ 1,427.93	£ 1,967.55
Directly relating to work of the Church	£ 12,781.43		£ 12,781.43	£ 14,818.86
Salaries & pensions	£ 30,127.59	£ -	£ 30,127.59	£ 24,117.42
Church admin.	£ 2,614.05	£ -	£ 2,614.05	£ 2,677.99
Church Hall running costs	£ 16,260.75	£ -	£ 16,260.75	£ 17,061.40
Parish Chronicle costs	£ 5,532.00	£ -	£ 5,532.00	£ 4,781.00
Organ costs		£ 979.20	£ 979.20	£ 261.60
Bank charges	£ 59.15	£ -	£ 59.15	£ 89.37
DABS		£ 835.28	£ 835.28	£ 1,422.69
Sanctuary		£ 300.00	£ 300.00	
Cost of activities for generating funds	£ 4,408.30	£ -	£ 4,408.30	£ 2,545.45
Other expenditure (depreciation on hall)		£ 10,000.00	£ 10,000.00	£ 10,000.00
Total Expenditure	£ 148,684.16	£ 12,523.48	£ 161,207.64	£ 167,016.29
Gross transfers between funds	£ -	£ 3,310.37	£ 3,310.37	£ 6948.62
Net incoming / (outgoing)	-£ 20,119.82	-£ 8,294.08	-£ 28,413.90	-£ 45,257.97
Other gains and losses				
Realised (sale of investments)	£ -	£ 1,240.80	£ -	£ -
Unrealised (revaluation of investm'ts)	£ 18,856.11	£ 2,353.01	£ 21,209.12	-£ 29,187.00
Net movement in funds	-£ 1,263.71	-£ 4,700.27	-£ 7,204.78	-£ 74,444.97
Balance b/f 1 January	£ 544,900.01		£ 544,900.01	£ 619,344.98
Balance c/f 31 December	£ 543,636.30	-£ 4,700.27	£ 538,936.03	£ 544,900.01

Balance Sheet as at 31 December 2023

	2023	2022
Fixed assets		
Tangible fixed assets	£ 300,000.00	£ 310,000.00
	<u>£ 300,000.00</u>	<u>£ 310,000.00</u>
Current assets		
Stock	£ -	£ -
Debtors Fees and Gift Aid	£ 1,190.46	£ 1,306.07
Short term deposits (Ghana Fund)	£ 2,315.98	£ 2,465.95
Current investments (current market value)	£ 183,122.58	£ 186,913.46
Cash at bank and in hand	£ 52,409.15	£ 54,256.79
Creditors due within one year (Rowans)	-£ 102.14	-£ 10,042.26
	<u>£ 238,936.03</u>	<u>£ 234,900.01</u>
Net current assets		
	<u>£ 538,936.03</u>	<u>£ 544,900.01</u>
Total assets - current liabilities		
Creditors due after one year	£ -	£ -
Provisions	£ -	£ -
NET ASSETS	<u>£ 538,936.03</u>	<u>£ 544,900.01</u>
Funds		
Unrestricted funds	£ 186,084.43	£ 187,348.14
Restricted funds	£ 52,851.60	£ 47,551.87
	<u>£ 538,936.03</u>	<u>£ 544,900.01</u>

Approved by the Parochial Church Council on2023 and signed on its behalf by :

Reverend. Emma Racklyeft

.....
(Chair)

APPENDIX 1

All Saints, Denmead - Mission Action Plan (May 2022 – April 2024)

This is a working document; regularly discussed and reviewed by the PCC to shape and influence our mission, worship, and witness.

(MAY 2022 - APRIL 2023)	(MAY 2023 – APRIL 2024)
<p style="text-align: center;"><u>PRAYER</u></p> <ul style="list-style-type: none">• Re-introduce the LYCIG ‘Mission Prayer’ at all main services.• Promote Morning Prayer (in person and online)• Autumn 2022 Launch the ‘Prayer Course’ running on a Sunday evening, for church and community.• Jan 2023 re-establish a monthly, informal, evening service to pray for growth in our lives, in our church and our local community.• Re-establish ‘prayer walk’ around our village two to three times a year.	<p style="text-align: center;"><u>PRAYER</u></p> <ul style="list-style-type: none">• Create/resource/train a Prayer Ministry Team to offer prayer in the chapel after a Sunday morning service.• Encourage Prayer Triplets/Partners, and if possible, intergenerational.
<p style="text-align: center;"><u>WELCOME</u></p> <ul style="list-style-type: none">• Porch redevelopment project to improve the initial welcome into our building.• Recruit new volunteers to our 10am Welcome Team and share good practice.• Establish a Welcome Team for our 8am Sunday service.• Update and renew Welcome leaflets/bags.• Update and renew the noticeboards in church.• Outside sign in front garden to welcome people in• Maintain and further develop Website and Facebook page to increase community engagement.• Re-establish the Parish Chronicle for community.• Deepen relationships between every age at church – So, Youth at Ten, monthly Bake-Off competitions.• Social events – lunches, picnics, quiz nights, walks, events – to deepen community.	<p style="text-align: center;"><u>WELCOME</u></p> <ul style="list-style-type: none">• Ongoing work on a porch redevelopment project to improve the initial welcome into our building.• A Welcome Event - once or twice a year an event to welcome new members/worshippers.

MISSION SUPPORT

- Continue in our support of our five mission partners with prayer, exchange of news and financial support (weekly updates and noticeboard)
- Update Mission boards regularly (and into weekly update)
- Make use of 'Mission Slots' (4th Sundays at 10am Morning Worship service) to promote our mission partners and encourage wider engagement.

WORSHIP

- June/July 2022 review service time change (9.30 or 10.00am?)
- Jan 2023 Re-establish an evening pattern of worship including Informal/Praying for Growth, Evensong, and a Healing service.
- Continue to live-stream our Holy Communion worship on 1st and 3rd Sundays of each month.
- Continued development of Morning Worship service with Mission Slots, or Moments: God in our everyday, or Updates on an area of ministry.
- Continued development of All Together service (2nd Sunday 10am)
- Teaching – from Christ the King to Pentecost based in Lectionary provision – but Ordinary Time theme/topic focussed.

PROCLAMATION, PERSUASION and DISCIPLESHIP

- Make the most of all our key events... Easter, Harvest, Christmas, Carol Services, Christingle, etc.
- Continue running either Alpha/Bible Course/Prayer Course each year.
- Maintain and develop our Home Group/Men's Group networks.
- Establish at least one new Home Group
- Establish a group for Women to encourage, support and shape faith.
- Continue to work in partnership with Denmead Parish Council/Community Groups for Platinum Jubilee Celebrations and Remembrance Commemorations.

MISSION SUPPORT

- Host a Mission Lunch to share mission news/welcome guests (perhaps our link family with CMS)

WORSHIP

- Summer 'Songs of Praise' type event – with cream teas!

PROCLAMATION, PERSUASION and DISCIPLESHIP

- Co-ordination of a group to 'The Big Church Day Out' June 2023
- Possible Baptisms/Confirmations
- Possible Quiet Day for prayer and reflection.

CHILDREN/YOUTH

- Support DABS Committee as they celebrate 40 years of DABS (July 16th).
- Aug 2022 review appointment/contract of our Youth and Family Community Leader. (? increase weekly hours)
- Little Stars – keep growing relationships with young families and develop a wider team to help run the sessions
- Kids at Ten – develop team of leaders and helpers to run the sessions. Develop resources and training.
- Youth at Ten - develop team of leaders and helpers to run the sessions. Develop resources and training. Empower Youth with projects/care for environment. Run some ad-hoc socials.
- Jesus – Light Up Denmead. Continue to build on this '*pandemic success*' with special events such as Pancake Day, Easter, Summer Picnic, Halloween, Christmas.
- Sept 2022. Messy Church – re-establish a team to run these sessions. Training and resources. Aim to start back asap and slowly grow.
- Sustain links with Denmead Infant and Denmead Junior Schools through Assemblies and Visits to church.
- Continue our work with Baptism Families – Preparation Evenings and follow up after the Baptism.

PASTORAL CARE/BEREAVEMENT SUPPORT/CARE FOR ELDERLY

- Strengthen Pastoral Care Team – new members, training and resources as required and consolidate Home Communion Team.
- Continued development of the Bereavement Support Group as a place of support, encouragement, advice, and friendship for those recently bereaved.
- Develop Coffee and Chat morning (Tues), perhaps increase to a Thursday session also.
- Develop monthly visits to Care Homes in parish and provision of Communion Services.

CHILDREN/YOUTH

- ? Consider possible new format for a holiday club.
- Little Stars – Establish a second session, develop more team!
- Kids at Ten – possibility of running a group on 4th Sunday of each month.
- Youth at Ten – run more socials. Consider other links with other church youth groups. Possibility of an 18 plus Youth Group. Possibility of a 24-hour worship event. Maybe a weekend away. Training for young leaders. Possibility of a Youth Alpha.
- Develop links with schools – possibilities of Parenting Courses or After School Clubs
- Develop links with other community groups such as Scouts, Brownies etc.

PASTORAL CARE/BEREAVEMENT SUPPORT/CARE FOR ELDERLY

- Establish a monthly mid-week service (suitable for all ages) and extend with refreshments with encouragement to elderly to stay (perhaps coffee and cake, or even a simple lunch)

CARE FOR OUR ENVIRONMENT

- Where possible stop using 'single use items' and develop our recycling, reusing, repurposing etc.
- Careful purchasing for office/cleaning products that are sustainable/fair trade/eco-friendly.
- Community project to create a wildflower meadow in church grounds to encourage pollinators, especially bees.

CARE FOR OUR ENVIRONMENT

- Look to start work on completing the bronze level of Eco Church (www.ecochurch.arocha.org.uk)
- Host a Green Day – promoting products/companies that are environmentally friendly.
- As the need arises to replace Boiler/other big items we will consider environmentally friendly alternatives.